

**EFFINGHAM COMMUNITY UNIT DISTRICT #40  
EFFINGHAM, ILLINOIS**

**BOARD OF EDUCATION  
Board of Education Office  
2803 S. Banker St.  
Effingham, IL 62401**

**HUMAN RESOURCES / ATHLETICS COMMITTEE MEETING  
January 14, 2026 @ 5:00 pm  
Agenda**

- 1. Call to Order/Pledge of Allegiance/Roll Call (5:02PM)**
  - Attendees: Chad Thompson, Erica Boone, Kelsey Baker, Kurt Roberts, Charlie Schwerman, and Vince Rohr
- 2. Recognition of Visitors and Opportunity for Public Comment**

N/A
- 3. Personnel**
  - A. Math Interventionist
    - Data driven discussion on what is going on, what needs to be going on, and how to make that happen.
  - B. Flex Positions
    - Discussions about these positions moving forward.
  - C. Discussion and potential recommendations for the board to consider on personnel changes for the 2026 - 2027 school year if and when the opportunity arises.
    - RIF of ECTA & EESPA employees letter to be sent to both unions
    - See Andy's suggestion on changes to staffing for the 2026 - 2027, 2027 - 2028, and 2028 - 2029 school years (vision, action, etc.)
- 4. Athletic programs**
  - A. VISION for programs/district athletes
    - Vince & Mack are working on this. Will bring a draft to share soon.
  - B. Evaluation of coaches, etc.
    - Vince & Mack are building a standard review and will create in alignment with the Coach's Handbook they are currently drafting
  - C. Coaches Handbook
    - Vince and Mack have a draft that they shared. Discussion about incorporating into a larger Handbook as a section.
  - D. Facilities

1. Hitting Barn / Golf Simulator - paid for by Sportsbackers
  - Discussion about possibilities, still gathering information.

E. Proposal to Update Jr. High B Team Programs  
Sports Impacted: Baseball, Softball, Basketball, Volleyball  
Timeline: 2026–27 (or 2025–26 if staffing challenges require)  
Location: Effingham Jr. High  
Students Involved: 7th & 8th Grade

- F. HOF - nothing has been done since 2018
- Need a plan to catch up on the past years and how to move forward?
  - Timeline in which the plan will be carried out?

- G. 2019 Final Four Football Team Recognition / Etc
- Need a timeline on when this will be completed?

**5. New programs status**

- A. EJHS Bass Fishing started in 2025 - 2026 & 2026 - 2027 school years
- Our goal is to implement it for this Spring, 2025-26 school year. Posting for a coach on 1/15/26.
- B. EJHS Golf, and Wrestling for the 2026 - 2027 & 2027 - 2028 school years
- Proposal coming from Vince.
- C. 21st Century Grant positions / program
- If we lose this grant funding, we will RIF positions.

**6. Policy/procedure discussions, etc.**

- A. AI Policy - Meta Glasses, etc.

**7. Closed Session**

- A. 5 ILCS 120/2(c)(1): The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District.

**8. Return to Open Session**

**9. Recommendations to the Board of Education for potential action**

N/A

**10. Other**

N/A

**11. Adjourn 6:48pm**

**Date of Minutes:**      **Wednesday, January 14, 2026**

**Date of Approval:**      \_\_\_\_\_

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary